

FY 2009 CAPITAL ASSET PLAN (CAP) WEB POSTING

Project Name:

Enterprise Human Resources Integration (EHRI)

Agency Name:

United States Office of Personnel Management (OPM)

Unique Project Identifier:

027-00-01-99-01-1219-24

Project Phase:

Identify the current phase of the project according to the following options:

- Planning
- Acquisition
- Mixed Life-Cycle X
- Steady State (Operations and Maintenance)

Project Initiation Date:

September 9, 2002 (date of first CAP)

Justification / Description of Initiative:

Enterprise Human Resources Integration (EHRI) is a collaborative electronic Government (e-Government) initiative that is streamlining and automating the exchange of Federal employee Human Resources (HR) information throughout the Federal government. The initiative will eliminate the need for a paper employee record, enable the electronic transfer of HR data throughout the Federal sector, and improve government-wide reporting and data analyses. Because EHRI information exchanges will be electronic, process cycle times will decrease while the accuracy of transactions will increase.

EHRI maintains a central data warehouse which holds the electronic data associated with 1.8M Federal employees. This repository facilitates inter and intra-agency transfers and houses official employee records after employees leave Federal service. Using state-of-the-art data analysis technologies, EHRI will also increase the breadth and depth of HR data, revolutionizing the timeliness and effectiveness of Federal HR reporting and decision support analyses. Lastly, the repository will provide a disaster recovery capability not previously existing.

EHRI also provides a fee-for-service offering that allows for the conversion of all existing paper personnel folders to electronic images, enabling all employees to view their records online 24 hours a day, 7 days a week to ensure data accuracy. Implementation of this service includes a standard approach to the conversion, storage, access, sharing, and archiving of existing paper records. EHRI provides IT systems implementation and on-going hosting requirements support for this effort through a fee-for-service arrangement with implementing agencies. EHRI directly supports the OPM e-Government operational goal to convert 50% of hard copy official personnel folders Governmentwide to electronic format by October 1, 2008, increasing 20% per year thereafter to 90% by October 1, 2010.

President’s Management Agenda (PMA) Initiatives Supported.

Human Capital, Expanded E-Government

Description of how the initiative supports the identified PMA initiatives above:

EHRI directly supports the PMA initiative on strategic management of human capital by providing the capability for comprehensive knowledge management and workforce analysis, forecasting, and reporting on the civilian workforce within the Executive Branch.

EHRI supports expanded E-Government by

- facilitating the elimination of paper and manual processes;
- cutting Government operating costs; and
- increasing access for persons with disabilities to agency web sites and e-Government applications

Is this investment for information technology?

Yes

Is this investment identified as “high risk” on the agency high risk report?

Yes

Complete the Summary of Spending table below:

Provide funding information for this initiative, as listed in the FY 2009 CAP Summary of Spending table.

SUMMARY OF SPENDING FOR PROJECT PHASES (REPORTED IN MILLIONS)			
	PY 2007	CY 2008	BY 2009
Planning	0.000	0.000	0.000
Acquisition	18.375	32.900	19.900
Subtotal Planning & Acquisition	18.375	32.900	19.900
Operations & Maintenance	17.116	23.158	24.205
TOTAL	35.491	56.058	44.105
Government FTE Costs	1.074	1.101	1.128
Number of FTE represented by cost	7.0	7.0	8.0

Complete the Acquisition/Contract Information Below for this initiative:

Provide acquisition/contract information for all contracts and/or task orders in place for this investment. Please note that planned contracts (or contracts that have not yet been awarded) should not be included in the list below

Contract Number 1: The Center for Organizational Excellence #OPM-01-01062

Contract Type Used: Fixed Price

Contract Total Value: \$21.25M

Contract Number 2: GoLearn/Excella Consulting #MG06-OM00-060630-14

Contract Type Used: Time & Materials

Contract Total Value: \$5.6M

Contract Number 3: GoLearn/GeoLearning #MG05-OM00-070324-12

Contract Type Used: Fixed Price
Contract Total Value: \$7.869M

Contract Number 4: Integic Corp. #GS35F4987H
Contract Type Used: Time and Materials
Contract Total Value: \$112.5M

Contract Number 5: Performance Management Consulting, Inc. #GS-10F-8901-H
Contract Type Used: Time and Materials
Contract Total Value: \$10.0M

For e-Gov Initiatives ONLY, provide the following information on partner funding strategies:

Partner Agency	CY 08 Contribution	CY 08 Fee-for-Service	BY 09 Contribution	BY 09 Fee-for-Service
List each partner agency that contributes to this eGov initiative	Provide the funding contribution for CY 2008	Provide the fee-for-service amount for CY 2008	Provide the funding contribution for BY 2009	Provide the fee-for-service amount for BY 2009
Department of Agriculture (USDA)		\$4.683		\$3.082
Department of Commerce (DOC)		\$2.999		\$0.931
Department of Defense (DOD)		\$13.517 *		\$20.269
Department of Energy (DOE)		\$0.043		\$0.287
Department of Education (DOEd)		\$0.152		\$0.157
Department of Health and Human Services (HHS)		\$1.855		\$1.929
Department of Homeland Security (DHS)		\$2.460		\$3.780
Department of Housing and Urban Development (HUD)		\$1.338 *		\$0.206
Department of Interior (DOI)		\$1.715 *		\$6.900
Department of Justice (DOJ)		\$9.928 *		\$2.590
Department of Labor (DOL)		\$0.449		\$0.467
Department of State (DOS)		\$0.000		\$0.000
Department of Transportation (DOT)		\$1.300		\$1.549
Department of		\$0.216		\$13.439

Treasury (TREAS)				
Department of Veterans Affairs (VA)		\$18.996		\$5.451
Environmental Protection Agency (EPA)		\$0.406		\$0.424
General Services Administration (GSA)		\$1.728		\$0.285
National Aeronautics and Space Administration (NASA)		\$0.418		\$0.434
National Archives and Records Administration (NARA)		\$0.070		\$0.073
National Science Foundation (NSF)		\$0.448		\$0.049
Nuclear Regulatory Commission (NRC)		\$0.777 *		\$0.084
Office of Management & Budget (OMB)		\$0		\$0.393
Office of Personnel Management (OPM)		\$0.302		\$0.314
Small Business Administration (SBA)		\$1.039 *		\$0.134
Social Security Administration (SSA)		\$0		\$0
US Agency for International Development (USAID)		\$0.072		\$0.074

* Assumption: Agency moves forward with eOPF Implementation if funding available in denoted year with License Maintenance paid in subsequent years.